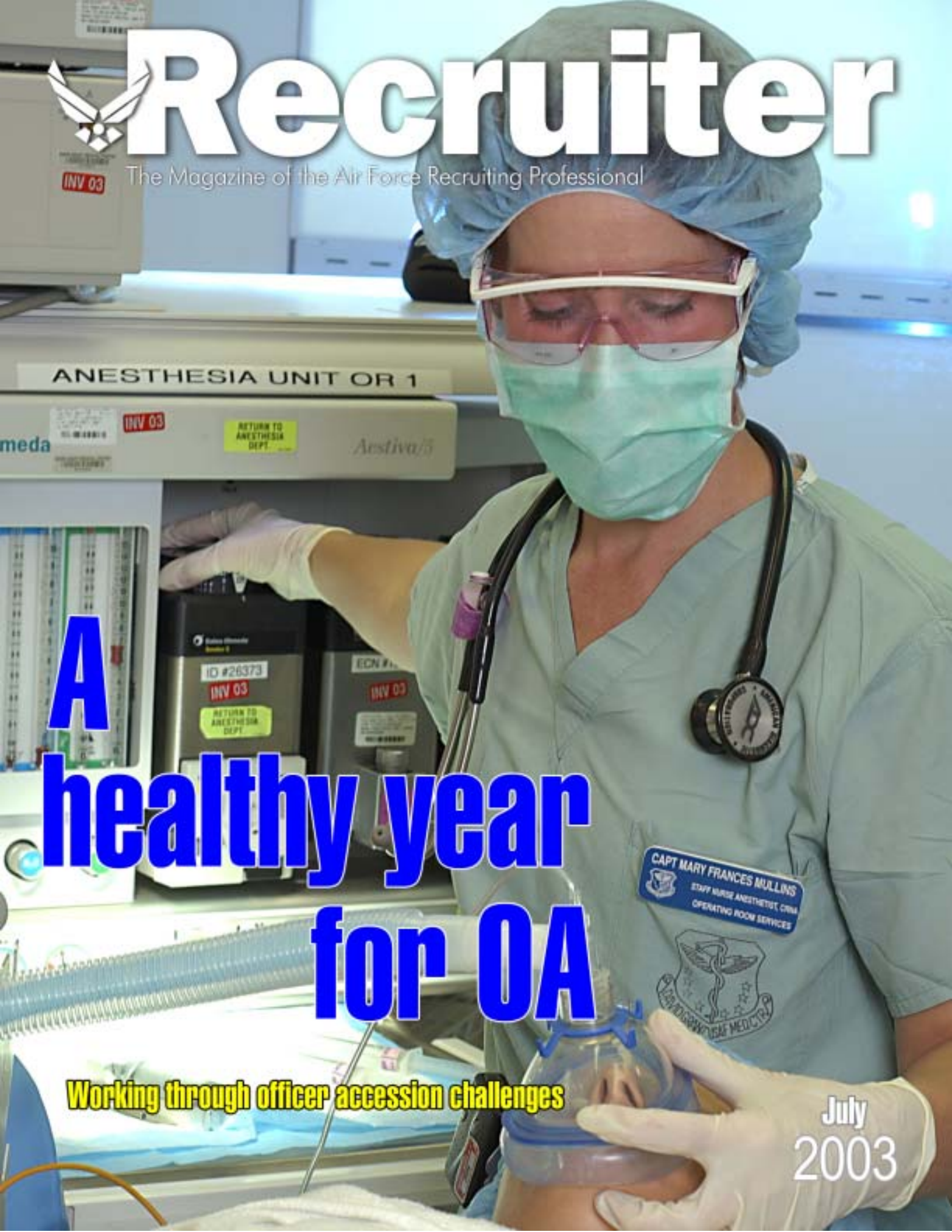




# Recruiter

The Magazine of the Air Force Recruiting Professional



## A healthy year for OA

Working through officer accession challenges

July  
2003

## May Top EA Recruiters

SSgt Frank Hitchcock	332	600%	SMSgt Clay Stark	314/A	233%
TSgt Carl Childs Jr.	349	600%	MSgt Timothy Little	367/C	194%
SSgt James Barry	313	500%	TSgt Robert Bosch	367/G	193%
SSgt Cassandra Richards	314	500%	MSgt Michael Williams	332/A	182%
TSgt Robert Bedell	318	500%	MSgt Stephen Mataraza	313/H	180%
SSgt Cristopher Broaden	333	450%	MSgt Daniel Dostart	343/E	180%
SSgt Byron Jefferson	332	400%	MSgt Viette Sanders	362/A	175%
SSgt Richard Blankenship	332	400%	TSgt Mark Haley	314/D	167%
SSgt John Pugh	337	400%	TSgt Steven Mossor	348/F	167%

## May Top Flight Chiefs

## May Top OA Producers

Physician	Nurse	Dental	OTS
367 RCS 133%	348 RCS 120%	333 RCS 150%	341 RCS 197%
331 RCS 100%	345 RCS 100%	314 RCS 100%	333 RCS 185%
337 RCS 80%	311 RCS 80%	337 RCS 100%	317 RCS 176%
339 RCS 75%	331 RCS 75%	342 RCS 100%	337 RCS 163%
332 RCS 75%	333 RCS 75%	344 RCS 100%	361 RCS 156%
	337 RCS 70%	331 RCS 100%	367 RCS 150%

## Recruiter Spotlight

### Tech. Sgt. Mario DeBord

**Job:** Health professions recruiter, 313th Recruiting Squadron

**Office location:** Syracuse, N.Y.

**Prior career field:** Traffic management

**Hometown:** Naples, Italy

**Time in the Air Force:** 18 years

**Time in AFRS:** Eight years

**Hobbies:** Soccer, boating, golfing and recruiting

**What inspires you to do what you do?** Recognition and personal satisfaction of job accomplishment.

**What are your career goals?** Make master sergeant and achieve our team goal.

**What is the best advice you have ever received?** "Stay above "Across the Board", never roll a doughnut, being 100 percent committed is paramount to reaching your ultimate performance."

**Personal motto:** Set your goals, stay committed to those goals and pursue them.



## Recruiter

July 2003 Vol. 49 No. 7

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### cover photo



This month's issue includes information on the officer accession recruiting programs. The Air Force has a vital need for nurses, doctors, scientists, engineers and other specialties. It's the OA recruiters' job to find professionals to fill these career fields.

Photo by Angela Delgado





# It's much more than the money, it's opportunities

**By Capt. Tricia White**  
**Air Force Recruiting Service**

Health professions recruiting in the 21<sup>st</sup> century and beyond is becoming more challenging for the Air Force, as budget cuts are inevitable and the competition for health profession candidates becomes fiercer.

How do you recruit medical professionals such as doctors, dentists and nurses with potentially huge earnings in the civilian sector, to join the Air Force?

When I first arrived at Headquarters Air Force Recruiting Service, I was told that it was all about the money. The Air Force is just not financially competitive enough to compete with civilian companies when we are trying to get health professionals to join the Air Force.

In the short time I have been here, I have had the wonderful opportunity to sit and talk with some of these highly respected individuals who have decided to join the Air Force. I have tried to find out what influenced their decisions to Cross Into the Blue. The results will astound you.

From doctors and dentists to nurses and pharmacists, the reasons they joined are quite varied, but they all led to the same conclusion ... it's not all about the money.

Let's start with what motivates nurses to join the Air Force. They've told me the Air Force offers a nursing program where nurses can practice their passion for helping others, actually lead a team, and fulfill their goals for further experience. This allows for a more rewarding professional career, which makes for a more enjoyable personal life.

The reasons nurses join also include:

- The opportunity to practice in more than 20 various fields of nursing without having to start their careers over and lose seniority.

- Increased opportunities for professional growth and development through leadership experiences, training and continued education programs.

- A greater sense of shared responsibility; as they are incremental members of a team and have actually had opportunities to lead a team.

Dentists have different reasons for Crossing Into the Blue. The top reason is the fact that they hated the "business side" of running their own enterprise in the civilian sector, including filing claims and working with insurance companies, and the fact that they had to pay themselves last.

They love what the Air Force offers, including the camaraderie of group practice settings, paid vacation, having an assistant to help with the workload, paid residencies, and less stress over knowing when they are gone their patients are still receiving care.

"It is managed care you can practice and live with," said some of the more experienced military dentists.

In regard to physicians, a survey of 325 final-year medical school residents found that students actually rated a good financial package third on the list in selecting a medical job practice opportunity. Conducted by Merritt, Hawkins, and Associates, a physician staffing firm, the primary factors candidates look at when selecting a job are geographic location and lifestyle, with their main concerns being dealing with managed care, malpractice, and availability of free time.

The overarching theme with all health professionals who have decided to Cross Into the Blue seems to be not having to deal with insurance companies, opportunities for travel, a level playing field, education and training, variety of experiences with no loss of seniority, earlier leadership opportunities, and various work environments. So, who says it's all about money?

# OA recruiting on road to success



**By Jenna Ruman**  
**Air Force Recruiting Service**

**A**ir Force officer accession recruiting has taken fiscal 2003 by storm and plans on carrying this success into fiscal 2004.

Loyal to their mission, recruiters are meeting and exceeding goals in some critical areas of officer accessions recruiting.

They have been busy recruiting physicians, dentists, nurses, and those in the biomedical sciences, as well as acquiring candidates for

Officer Training School.

On the health profession side, Air Force Recruiting Service will produce more dentists and nurses than last fiscal year and meet the Air Force requirements for the biomedical sciences and medical services corps. Another challenge recruiters face, is being enlisted and having to convince health professionals to become officers, something they as enlisted, have never experienced. According to Chief Master Sgt. Sal Lagudi, Headquarters AFRS Officer Accessions Branch superinten-

dent, the Air Force is the only service that uses enlisted recruiters to recruit for officer health professionals. He went on to explain that the OA recruiters have done a tremendous job at overcoming this and other obstacles that have stood in their way.

Recruiting those not in the medical corps, to include pilots, navigators and individuals with technical degrees, has also been a success in fiscal 2003.

“We have achieved or exceeded all of our OTS pro-

Courtesy photo



Officer Training School trainees march in their graduation parade at Maxwell Air Force Base, Ala.

grams,” said Chief Lagudi.

But success has not come without challenges. OA recruiting is definitely facing obstacles this fiscal year, mainly in the physician program, according to the chief. While recruiters are doing better recruiting fully qualified physicians than last year, they are still falling short of the overall physician goal this fiscal year.

To prevent other career areas from falling short, AFRS implemented new recruiting initiatives for fiscal 2003. One of the OA recruiting incentives implemented this year was the Air Force Health Professions Loan Repayment Program. This program is offered primarily to nurses and some dentists who receive, once taxes are taken out, about \$19,000 to repay student loans.

In addition to program incen-

tives, external forces have helped OA meet some of its goals this year.

The economy has had a positive impact on OTS recruiting efforts being so successful, according to Chief Lagudi.

“With the economy being slow, a greater number of potential applicants looked at the Air Force as a viable option,” he said. “The recruiters were also able to show how the Air Force could meet their professional and personal needs and did an outstanding job in effectively communicating this information.”

With the state of the economy and new programs in place, AFRS officials say they are optimistic about the future of OTS recruiting.

This year the Technical Degree Sponsorship Program was

introduced. This program involves one- or two-year sponsorships in which junior and senior college students are placed on active duty before completion of a college degree. Once accepted into the program, the student enlists in the active-duty Air Force as an E-3.

After graduation, TDSP trainees must complete OTS before being commissioned Air Force second lieutenants.

Chief Lagudi is confident this program will be a great benefit for the Air Force to meet future needs in the critical tech programs, as it will attract more qualified applicants. According to the chief, new programs and continual improvements are helping OA recruiters overcome the challenge of acquiring proficient applicants and setting AFRS and the Air Force up for continued success.

# AFRS fills Air Force's spiritual needs

**By Staff Sgt. John Asselin  
Air Force Recruiting Service**

When talking about officer accessions, most people think of health professions or Officer Training School, but Air Force Recruiting Service also works to fill the spiritual needs of Air Force members.

AFRS is responsible for all Air Force chaplain recruiting and is having great success this year, according to Chaplain (Lt. Col.) Mike Biewend, chief, chaplain accessions.

"Our goal this year is 45 highly qualified clergy," he said. "We have selected 55 and 41 have already entered extended active duty for fiscal 2003 with two months still remaining in the fiscal year."

Even with that success, chaplain recruiting runs into challenges, especially with the clergy shortage nationwide, Chaplain Biewend said.

"We still have a critical shortage in Roman Catholic priests," he said. "We would like to bring in 14 priests, but if we can't, we give those positions to non-Catholics."

"We are also seeing shortages in many other denominations. For example, we have experienced increasing challenges in recruiting

Courtesy photo



liturgical, or infant-baptizing denominations such as Episcopalian, Methodist and Lutheran," Chaplain Biewend said.

"Seminarians are older today and enter seminary as second, or even third, careerists. Many do not fall into our age limits, so there



Chaplains fulfill a variety of duties; one of them is providing spiritual strength to the troops.



is a much smaller pool from which to recruit. There is also a growing shortage of Protestant seminarians. It's no longer just a Catholic-based issue in recruiting."

In addition to Catholic priests and other liturgical clergy, AFRS

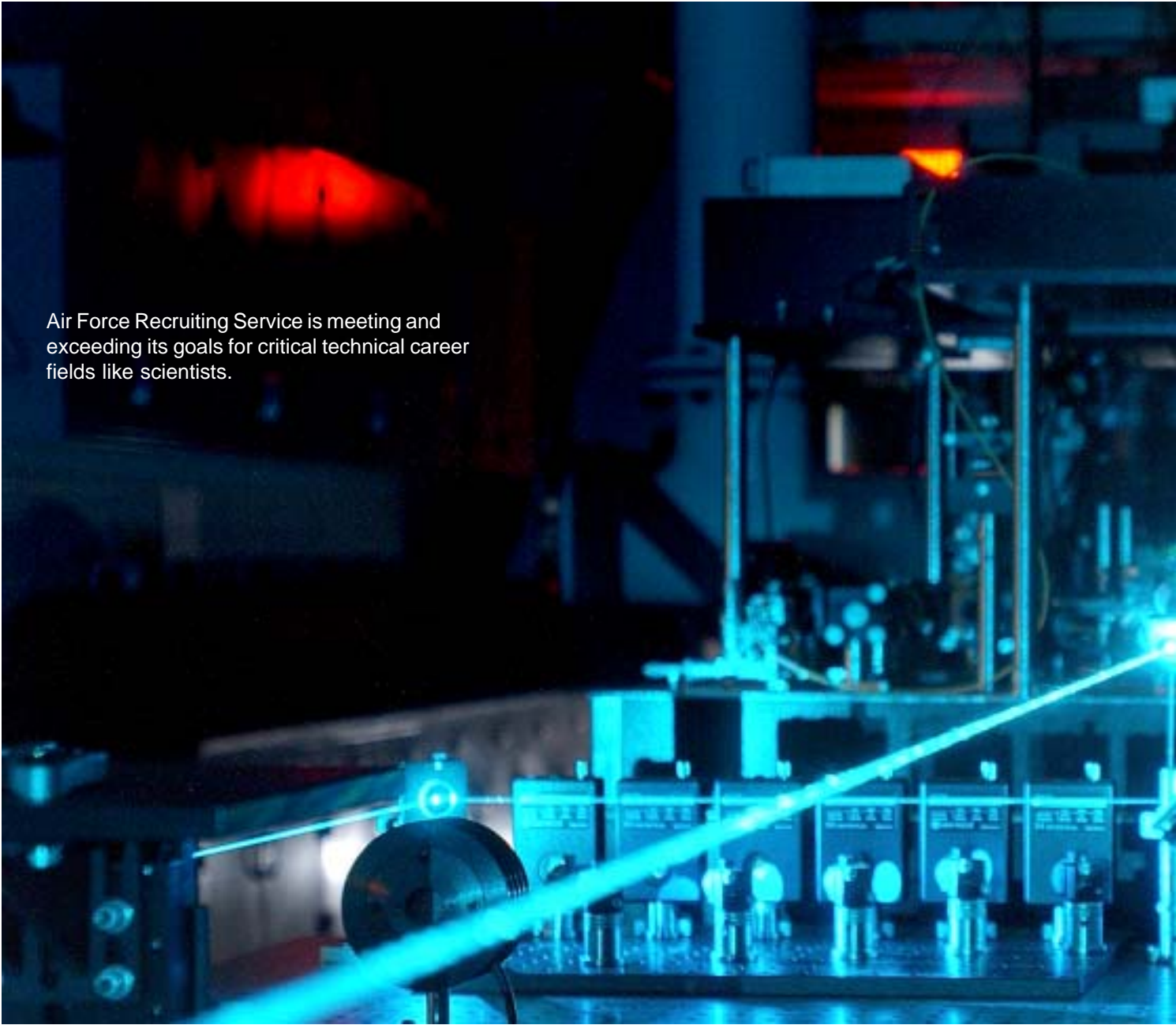
is always looking for Orthodox clergy, Imams (Muslim) and Rabbis. According to Chaplain Biewend, the greatest recruiting yield comes from lists of possible eligible civilian clergy that they obtain from AFRS marketing. Chaplain recruiting then sends letters to the clergy on those lists inviting them to consider becoming an Air Force chaplain.

"We also attend 10 to 15 conferences held annually by the different denominations. We set up a booth where we can answer questions about the Air Force Chaplain Service," he added.

"Chaplain recruiting works to hit target areas so Air Force personnel and their family members can exercise their right to religious freedom," he said. "We want the best possible faith distribution of chaplains on bases."

Although chaplain recruiting is going well, challenges are still there and AFRS is working to meet those challenges.

"There are fewer clergy available for outside parishes in some denominations, which means there are fewer available for the Air Force," Chaplain Biewend said. "But we are continuing to work hard to make sure Air Force people have chaplains for their spiritual needs."



Air Force Recruiting Service is meeting and exceeding its goals for critical technical career fields like scientists.

## Fiscal 2003 shaping up as best for critical technical fields since 1991

It's been more than a decade since the Air Force has attracted engineers, scientists and weather officers with the same success as this year.

With two more boards before the fiscal year ends, officer accessions officials are expecting to enter fiscal 2004 with a bank of more than 50 percent for these three critical technical fields.

While partial credit belongs to a sluggish economy, most goes to





the OA recruiters who are taking advantage of workforce trends to fill these critically short and traditionally “tough to recruit” career fields, according to Chief Master Sgt. Sal Lagudi, Headquarters Air Force Recruiting Service Officer Accessions Branch superintendent.

“OA recruiters are doing an outstanding job of showing their applicants that the Air Force can meet their personal and profes-

sional needs,” he said.

Although commanding salaries traditionally make engineers the most difficult to attract, this is where recruiters are having the most success.

The number of engineers entering active duty has doubled since last year. To date, recruiters have exceeded their fiscal goal of 228 by shipping 268 engineers. By comparison, 101 engineers entered the Air Force last year –

falling short of the 422 goal.

To help recruiters take advantage of this trend, Air Force Recruiting Service is over shipping engineers, according to Chief Lagudi. “We’re doing this to take advantage of what the market is producing.”

While the goal numbers are not as high for scientific and weather fields, the recruiting story is just as successful.

OA recruiters have already met their fiscal 2003 goal for 41 scientists as opposed to missing last year’s goal by shipping 50 of the required 53.

With 31 weather accessions shipped last year the numbers fell short by one. However, this year’s goal of 34 has already been exceeded by five.

“We will enter fiscal 2004 with a strong bank,” Chief Lagudi said. “Thanks to the hard work of our OA teams, AFRS should meet and even exceed the critical requirements the Air Force has entrusted to us.”





# AFRS provides variety of benefits to HP candidates

The Air Force unlocks a field of opportunities and benefits for health professionals choosing to begin or broaden their careers in the military.

“Money, education and lifestyle” are key factors, according to Lt. Col. (Dr.) David Chiesa, chief of medical and line officer accessions.

The Air Force strives to not only meet these goals but also exceed them for numerous well-merited health professionals who choose to join, he said.

## **Pay & bonuses**

Various forms of special incentive pay and bonuses are available to attract health professionals. Colonel Chiesa said accession bonuses, totaling \$30,000, for the fields of pharmacy and dentistry have proven extremely beneficial. Also, a health professional entering the nurse corps is eligible to receive a \$5,000 accession bonus. In fact, many healthcare professionals meeting eligibility requirements and accessed into the Air Force may earn bonuses.

To keep stride with the civilian sector, the Air Force also provides competitive salaries.

In addition to the regular Air Force pay as a commissioned officer, many health professionals receive special incentive pay and substantial annual bonuses.

The Air Force also provides financial assistance to qualifying medical school graduates enrolled in an accredited specialty program. They may receive a grant of more than \$18,000 for every year they participate as well as a monthly living allowance.



## Loan repayment

The Health Profession Loan Repayment Program is another incentive implemented this year. Colonel Chiesa believes officer accessions recruiters play a crucial role in acquiring applicants by providing valuable explanations of military life and all of its rewarding benefits. Eligible graduates can earn up to \$19,000 for college loan repayment.

## Continuing education

To health professionals, the availability of continuing education in the Air Force is a “key player,” contends Colonel Chiesa. “Everyone is always wanting to continue an education.”

There are advantages of continuing education in the Air Force versus the civilian sector. As an Air Force health professional, the employer pays for much of the continuing education and many more assets — a benefit Colonel Chiesa said is not available as a civilian.

For example, if a doctor in the military takes a trip, he or she would not encounter the hassles of closing down the office and losing money, which civilian doctors encounter.

## Scholarships

One of the main targets for meeting the need of health professionals is to reach medical students. Many scholarship programs are available.

The Air Force offers three- and four-year scholarships for the medical corps courses. Scholarships for one, two or three years are available for eligible students in the dental corps. Biomedical sciences corps students

can compete for one- and two-year scholarships, and nursing students can compete for a limited number of one- and two-year scholarships. Some programs also offer students awarded the scholarship a monthly living allowance.

“These scholarship opportunities have been popular and we are currently working on getting more,” Colonel Chiesa said.

Despite the number of benefits available to attract health professionals, challenges continue to exist. Among them are recruiting dentists and physicians. The Air Force is targeting these and other health profession fields with various programs and marketing with success. One of those successes is the great response in attracting nurses. Further, to counter a large need for Air Force pharmacists, an accession bonus of \$30,000 was implemented and the desired number of pharmacists was accessed.

Additional options will also be made available to OA recruiters in the coming fiscal year to attract health profession candidates.

Internally, efforts are under way to better communicate and train OA recruiters on the role of health professionals so that they may better explain the advantages of military lifestyle and benefits over that of private practice, the colonel said.

Together, the array of benefits and ability to identify the distinct advantages of becoming an Air Force health professional helps to provide the necessary tools for meeting recruiting goals.

According to Colonel Chiesa, “when you have the right tool, it works.”



# Recruiting ads win national award for creative excellence

Two Air Force Recruiting Service print ads were recognized for creative excellence by winning first-place Gold Awards at the 2003 Addy Awards competition sponsored by the American Advertising Federation.

The Addy Awards, the world's largest advertising competition, honors excellence in advertising and cultivates the highest creative standards in the industry, according to the AAF. The awards were presented during the AAF National Conference in Los Angeles June 7.

The AFRS ads were two of 129 Gold Award winners from a national total of 60,000 entries. The winning ads were created by GSD&M of Austin, Texas, the Air Force's advertising agency since 2001.

Both were from the print campaign honoring the legendary Tuskegee Airmen, the Army Air Corps' first all-black fighter squadron. Titled "Jim Crow" and "Civil Rights," each feature historical photographs of the Tuskegee Airmen with accompanying copy highlighting their contributions to the early Civil Rights movement.

The lead in for the Jim Crow ad is, "They helped defeat Adolf Hitler, Benito Mussolini and Jim Crow." The rest of the ad copy focuses on how "... to the surprise of many, 450 black pilots sent into combat destroyed 251

enemy aircraft, sunk one German warship and destroyed thousands of misconceptions."

Drawing parallels between Rosa Parks' refusal to give up her seat on a bus, and Col. Benjamin O. Davis, the commander of the Tuskegee Airmen, the Civil Rights ad leads with the question, "Did the Civil Rights movement start in the streets of America or in the skies over Europe?"

Both ads drive home the point that, "Thanks in part to the Tuskegee Airmen, when you Cross Into the Blue in the United States Air Force, the world of opportunity and honor is available to everyone. They made the most of their opportunity. What will you do with yours?"

The ads were part of a campaign of four ads targeted at young men and women, age 16 - 24, according to Lt. Col. Carla Sylvester, chief of the AFRS



Marketing Division. "They were published in the Black Collegian, Ebony, Jet and Vibe magazines with the intention of reaching everyone who identifies with the messages of pride in achievement, overcoming adversity and making the most of opportunities," Colonel Sylvester said.

The other two ads from the same campaign received two of the six second-place Silver Awards won by Air Force Recruiting Service ads.

"It's an honor to earn such prestigious recognition within the advertising industry," said Brig. Gen. Edward A. Rice Jr., AFRS commander.

"It's one more measure of an outstanding effort between AFRS and GSD&M to develop an advertising program that allows us to continue attracting America's best and brightest."

# Motorcycle deaths rise during summer months

By Staff Sgt. Carlos Trevino  
Air Force Print News

SAN ANTONIO — Motorcycle riders account for more than half of the Air Force's safety-related deaths during this year's 101 Critical Days of Summer safety campaign, according to Air Force Safety Center officials at Kirtland Air Force Base, N.M.

Officials said there is an alarming trend in motorcycle accidents involving airmen, which has accounted for six of the 10 Air Force deaths so far during this year's safety campaign.

Those who take unnecessary risks "think they are invincible," said John Russell, chief of ground safety at the center.

"Most were single-vehicle mishaps with speed and failure to maintain control (as) the key factors," Mr. Russell said.

While motorcycle fatalities are a growing concern during the first one-third of the 101 critical days, the potential for deaths involving four-wheeled vehicles and work-related mishaps should not be discounted, he said.

"We want our personnel to enjoy their well-deserved recreational activities during this season. But, we don't want our folks to forget about assessing the risk in their activities. We have smart people; we want them to make smart decisions," Mr. Russell said.

People returning from deployment abroad face additional challenges, he said.

"Many of our members are making plans to become reacquainted with their family and friends. The last time we experienced a 101 critical days period directly following combat operations was in 1991. That summer we lost 42 Air Force warriors in needless mishaps, twice the average of summer mishaps for the preceding five years," he said.

There are things people can do to avoid becoming accident victims during the remaining safety campaign, Mr. Russell said.

"Always assess the risk," he said. "If you have

Photo by Senior Airman Stephen Schester



To prevent accidents, all military members must complete a motorcycle safety course before operating on base.

uneasiness in performing a task or being a participant in an activity, evaluate it. There are risks associated with everything we do; positive results are achieved when we look at all risk factors and make smart decisions. This includes the Air Force mandatory motorcycle safety-training course, and wearing your seat belt while operating a motor vehicle.

"Safety is an attitude that must be considered 24 hours a day, seven days a week. Being responsible for our actions by making sound decisions is key to mishap prevention," Mr. Russell said. "Every member of the Air Force is vital to our nation's defense, and we must take the steps necessary to protect them from harm."

### MyPay service

The myPay service, an online program that provides a secure way to manage pay account information, is open to all active duty, Guard and Reserve airmen and civilian employees.

With myPay, users can view, print or save Leave and Earning Statements or elect to turn off receiving a paper LES; view and print tax statements; change federal and state tax withholdings; update bank account and electronic fund transfer information; make address changes; and enroll or update Thrift Savings Plan information.

To access the myPay online service or set up a new account, go to <https://mypay.dfas.mil/mypay.asp>.

### Stop-loss

All remaining Air Force Specialty Codes have been released from stop-loss. Air Force officials said this applies across the total force – active duty, Air Force Ready Reserve and Air National Guard – in all enlisted grades and officers in the grade of colonel and below.

Members whose retirements or separations were put on hold due to stop-loss can now go on permissive temporary duty or terminal leave beginning July 31. They have up to 150 days to complete necessary travel or required medical evaluations and use accrued leave.

Members whose original retirement or separation dates

have not passed may now separate on their original dates or select new dates.

Members whose original dates have passed have until Dec. 31 to establish new dates.

For more information, contact your local military personnel flight or go to <http://www.afpc.randolph.af.mil>.

### Re-enlistment bonuses

Air Force officials recently revised re-enlistment bonuses, adding or increasing 40 career field zones and decreasing or removing 100, according to Air Force Personnel Center officials.

Criteria used for determining which enlisted skills receive a

selective re-enlistment bonus include current and projected skill and total manning levels; re-enlistment rates; and category of enlistment, career field force structure changes and inputs from functional career field managers. SRBs are authorized in 0.5 increments (or multiples) and in three re-enlistment zones for people with between 17 months and 14 years of service.

Additions and multiple increases were effective June 4. The SRB multiple decreases and deletions were effective July 4.

The new list of bonuses can be found at [www.afpc.randolph.af.mil/enlskills/Reenlistments/reenlistments.htm](http://www.afpc.randolph.af.mil/enlskills/Reenlistments/reenlistments.htm).

Photo by Staff Sgt. Sonny Cohrs



### RAPTOR show at Independence celebration

Staff Sgt. Lee Janson, 336th enlisted accessions recruiter, talks with children of all ages at the University of Florida's Fanfare and Fireworks celebration July 3. The celebration featured a variety of musical groups, a tribute to active-duty military members, the presentation of the colors by the Moody Air Force Base, Ga., Honor Guard, and a fireworks finale.



## Promotion cycles for 03E6 and 03E7

**Technical  
Sergeant  
Selects**

Carmellea Abercrombie  
David Amparan  
Robert Archuleta  
John Asselin  
Danny Avery  
Napoleon Bain  
Stuart Baker  
Wendy Barnes  
Darren Barry  
James A. Barry  
James D. Barry  
William Barth  
Steven Bass  
Svet Bassett  
Jason Beaudoin  
Dwight Beck  
Anthony Bekoff  
James Bell  
James Bennette  
Chad Blue  
Clinton Brawley  
Darren Briggs  
Leon Brown  
Robert Brown  
Yolanda Brown  
Kevin Buccola  
Robert Burns  
Valentine Cameron  
Gregory Carlson  
Theodore Chatman  
Arthur Collins Jr.  
Vondel Collins  
Matthew Conley  
Scott Conner  
Cara Conrad  
Sean Crum  
Richard Cuddeford Jr.  
Arthur Cuizon  
Darius Darkhan  
Ronald Daughetee Jr.  
Matthew Davidson  
Sherry Davis  
Mark Devericks  
Dominic Devito  
Brett Dew  
Leonard Dixon Jr.  
Angela Doherty  
Richard Dunaway  
Stephen James Ebare  
Perry Eddy  
Evette Edwards  
William Eihusen  
Stephen Ellmore  
Ronald Everman Jr.  
Justin Ewing  
Chad Flann  
Gary Foote  
Paul Freese  
Derek Fromenthal  
Richard Fullen  
Keith Gedick  
Gerry Gibson  
Jeffrey Glick

Maldonado Raul-  
Gonzalez  
Dale Graham  
William Green  
Edward Griffith  
Barry Guillory  
Dennis Hall  
Joel Handlon  
Jerry Harms Jr.  
Clarence Harris  
Jeremy Harris  
Tasha Harris  
Jason Harrison  
Edward Heim Jr.  
Tadashi Hewston  
Frank Hitchcock III  
Parrish Hollingsworth  
Christopher Holloway  
Jerry Honeycutt  
Bridget Hurlbut  
Toby James  
Timothy Johnson  
Raynard Jokie  
Douglas June  
Paul Kaiser Jr.  
Randy Kania  
Scott Kincaid  
Tammy Kirksey  
Michelle Knight  
Randy Knightner Sr.  
Conrad Koerner  
Jefferson Kohlin  
Michael Kovach  
Carole Kurtzer  
Craig Laboray  
Ronald Lambert  
Eric Land  
Eric Laval  
Joshua Layfield  
Terry Lee Jr.  
Kevin Lockridge  
Craig Loncar  
John Longo Jr.  
Scott Macintosh  
Marcos Malacara  
William Malcolm  
Christine Mary Manning  
Craig Matusik  
Bryan McCleary  
John McGahan  
Michael McMillen  
Michael McNey  
Todd Mickel  
Allen Miller Jr.  
Antonio Miller  
Dino Montesi  
Steven Nelson  
Clifford Oberg  
Jason Overbaugh  
Jason Pace  
Robert Parker  
Jonas Patterson  
Vincent Phifer  
Scott Ploetz  
Jason Pool  
Lori Prince  
John Rawlinson  
Adam Reed

Lloyd Reiser Jr.  
Alando Respress  
Todd Rich  
Sascha Richardson  
Douglas Robinson  
John Rubin  
Tracey Rumer  
Jordi Sancho  
Danny Saunders  
Jason Scandrol  
Albert Schilling III  
Matthew Schneider  
Deskridge Scott  
Maximo Serda II  
Michael Shumate Jr.  
Jeremy Sinnemaki  
Karl Smathers  
Dwain Soto  
Marco Soto  
Derek Stancle  
Daniel Stark  
Laura Stickle  
Eric Swant  
Felicia Thomas  
Lee Thomas  
Steven Thomas II  
Robert Thomasson  
Lamont Thorpe  
Christopher Vantine  
James Ware  
Christopher Westfall  
Charlene Williams  
Clifton Williams IV  
Paul Williams  
Mark Winters  
Dartagnan Witherspoon  
Robert Workman Jr.  
Jason Wyche  
Kimberley Young  
Steven Zuege

**Master  
Sergeant  
Selects**

Maria Abrego  
Mario Acevesfonseca  
Gary Aittama  
Bryan Anderson  
Kevin Aqueche  
Carlos Atkinson  
Manuel Ayala  
Gregory Baker  
David Barnes  
John Baumann  
Cynthia Beam  
Lynda Beck  
Charles Bell  
Rommel Boo  
Kelly Boso  
Quillie Brabham Jr.  
Douglas Branham II  
Anthony Bullock  
Daniel Cady  
Mark Campbell  
David Caraballo

Abbelyn Carey  
Albert Christian  
Kirk Clement  
David Collins  
James Core Jr.  
Keith Cox  
David Criswell  
Steven Crowley  
Brian Cullan  
Rodney Daily  
Marvin Daugherty  
Ramona David  
Richard Delacy  
Timothy Deshotel  
David Deyarmin  
Leslie Dow  
Teresa Downing  
Danyal Driscoll  
Kenneth Duckworth  
Merlene Edwards  
Lance Egan  
Khalid Eloby  
David Erbe  
Donald Ewell  
Billy Farmer  
William Fawcett  
Tihamer Fenyoe  
Jacqueline Foster  
David Frameli  
Samuel Fulmer  
Jesse Gabbert  
Scott Galbreath  
Paul Gallagher  
Vincent Garrett  
Barry Gorniak  
Bart Graffin  
Joe Gray  
Mark Hall  
Tony Hall  
Scott Hartley  
Miles Harvey  
Dennis Hatch  
David Heberle  
Michael Hewitt  
Murphy Hollingsworth III  
Joseph Hunter  
Richard Jackson  
David Janssen  
Joseph Jobin  
Michael Johnson  
Audrey Jolivet  
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